

Gender Equality Plan

Central Laboratory for Radiological Protection

2023-2026

Goal

The goal is to make the Laboratory's organization and activities more gender-equal. The method for achieving this goal is gender mainstreaming. The target groups are all people employed or otherwise engaged at the Central Laboratory for Radiological Protection. Entire personnel of the Central Laboratory for Radiological Protection shall be aware of the Gender Equality Plan for 2023–2026 so that staff can participate actively in its implementation.

Responsibility

The Scientific Council and the Director have ultimate responsibility for systematic action to promote and ensure gender mainstreaming in the Central Laboratory for Radiological Protection. Operational responsibility is given to the heads of departments and all other leadership and management personnel of the Laboratory. They shall ensure that the plan is disseminated to all relevant parts of the organization.

General description

The Laboratory is under supervision of Ministry of Climate and Environment and its recommendations oblige to counteract any manifestations of discrimination. Additionally, the Laboratory implements Council Resolution of 10 November 2003 (2003/C 282/01 on the profession and the career of researchers within the European Research Area).

Diversity at all levels gives organizations a clear competitive advantage because it delivers structural improvements to performance in important areas such as innovation and research. Mixed-gender teams representing a wide range of competencies create added value. The teams are more productive, the management style focuses more on cooperation, the communication between team members is more efficient and efforts are made to find appropriate solutions.

Central Laboratory for Radiological Protection analyses its gender balance and equal possibilities for the first time. The purpose of this action plan is to analyze and control the gender balance and equal possibilities in the Laboratory. The foundation of the plan is the quality of all employees at all levels of our organization. Scientific research has demonstrated that companies with a diversity of employees perform better.

Equality-promoting actions

Within the existing framework and working methods, the Central Laboratory for Radiological Protection shall implement the following measures:

- Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.
Supporting the development of scientific careers of women.
- Making efforts to increase the gender balance in recruitment for research positions.
- Searching for opportunities to facilitate the combination of scientific work and family life.
- Efforts to increase the balanced gender representation in: institute committees, in the management staff, in expert and review teams, and in chairing scientific and popularizing events, with adequate moderation so as not to overburden women with administrative duties.
- Men and women have equal opportunities for the tenure.
- The annual report containing a survey of male and female positions in various groups of employees shall be prepared and analyzed.
- In need, the corrective measures shall be supported by the Director.

GEP Management

The following employees are responsible for management and updating of the document - the advices, suggestions and reports of activities or issues related to GEP should be addressed to:

– Mrs. Anna Lentas (a.lentas@clor.waw.pl)

The annual employment survey – 2023

Table 1. Male and female positions in various groups of employee (as of 1st March 2023)

	Male	Female	Total	Female (%)
Management	2	1	3	33.3
Researchers	2	4	6	66.6
Research-technical employees	3	6	9	66.6
Engineering and technical employees	4	14	18	77.7
Administrative and economic employees	1	7	8	87.5
Other	0	0	0	0
Total	12	32	44	72.7

Analysis:

The Laboratory employs 44 people of which approximately three quarters are women. The employees were divided into four groups depending upon their status: management (heads of the Institute and departments), researchers (full professors, PhDs, and PhD students), research-technical employees and engineering-technical employees (other employees who are primarily working in a laboratory), and others (financial department, HR, administration,

etc.). The share of female workers is comparable in all the groups and is in range from 67% to 88%. The structure of the employment can be considered as typical for a scientific organization focused on chemical and physical sciences as these are usually female-dominated.

Actions to be undertaken:

- No corrective measures are needed at this point.
- The next surveys should be taken annually along with review and update of GEP. The comparison results should be made to identify the tendencies.
- Cooperation activities and experience sharing with national and international partners.